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Minutes of the Meeting (unapproved)
Arts and Sciences Faculty

26 September 2002

Members attending: P.Bernal, E. Blossey, A. Boguslawski, W. Boles, R. Bommelje, B. Carson, R. Carson, R. Casey, D. Child, G. Child, D. Cohen, E. Cohen, G. Cook, T. Cook, D. Crozier, J. Davison, P. Deaver, N. Decker, H. Edge, L. Eng-Wilmot, E. Friedland, G. Gardner, L. Glennon, Y. Greenberg, E. Gregory, D. Griffin, M. Gunter, C. Hardy, P. Harris, J. Henton, A. Homrich, J. Houston, G. Howell, M. Hunt, R. James, P. Jarnigan, H. Kypraios, S. Lackman, T. Lairson, C. Lauer, E. LeRoy, R. Lemon, B. Levis, L. Lines, V. Martin, M. McLaren, M. Mesavage, R. Moore, T. Moore, R. Musgrave, K. Norsworthy, M. O'Keef, T. Ouellette, T. Papay, P. Pequeno-Rossie, S. Phelan, M. Prince, D. Richard, P. Roach, C. Rock, D. Rogers, A. Rosenthal, J. Schmalstig, J. Schultz, R. Simmons, G. Sinclair, J. Sinclair, R. Singer, C. Skelley, J. Small, J. Smith, R. Steen, P. Stephenson, B. Stephenson, M. Stewart, M. Throumoulos, L. Tillman-Healy, G. Valiante, L. Van Sickle, R. Vitray, A. Voicu, D. Wellman, S. Woodward, Y. Yao, J. Yellen, W. Zhang

Guests: J. Burris, S. Carrier, J. Eck, A. Merkin, D. Morrison

I. Call to order

President Barry Levis called the meeting to order at 12:38.

II. Announcements

- A. The faculty enthusiastically welcomed Dave Erdmann back and cheered his recovery from surgery.
- B. A Faculty Conversation, jointly sponsored by President Bornstein and President of the Faculty Levis, is scheduled for 12:30, October 8, in the Warden Faculty Dining Room. The discussion, focusing on the impact of postmodernism on modern education, will be introduced by brief presentations by Harland Bloland and Tom Lairson. Lunch will be available for \$3 for those who respond to Carol Dacre in President's Office.
- C. The fall faculty party is scheduled for December 7.
- D. The faculty colloquium at 3:30 on September 27, will consider gender differences in responses to the HERI data.
- E. Alan Hunter, one of the VJ's who introduced MTV in 1981, will be the first speaker in the Dean's Lecture Series on Popular Culture, sponsored by the Thomas P. Johnson Visiting Artist Fund, on Thursday, October 3, at 8:00 in Bush Auditorium.

III. Approval of minutes

Minutes of the 1 May 2002 meeting of the faculty were approved.

IV. Faculty Evaluation Committee

The faculty approved Eileen Gregory as an alternate on the Faculty Evaluation Committee.

V. New Business—Professional Standards Committee: Policy on Teaching During Sabbatical Leave (see attached)

Nancy Decker moved the following change in current sabbatical policy:

Faculty members of Rollins College are not allowed to engage in teaching and administrative responsibilities for Rollins during the fall through spring periods of their sabbaticals. Any exception from this policy must be approved by the Dean of the Faculty and the Provost in consultation with the faculty member by September 15 of the year prior to the sabbatical.

The motion was prefaced by the following statement:

The current sabbatical policy for full-time faculty is generous:

“The sabbatical program is intended to foster faculty professional development. Appropriate sabbatical plans are diverse and vary with individual goals and departmental needs. Research, study, writing, performance, consulting and teaching elsewhere are traditional sabbatical activities, but learning new techniques, undertaking a reading program, traveling with an educational purpose or pursuing a new academic field may be appropriate as well.”

In our push for academic excellence throughout the campus, the Professional Standards Committee submits the following policy [concerning] teaching and administrative activity during faculty sabbatical. . . .”

Nancy stated that in their deliberations, PSC was guided by the purpose behind sabbaticals: the fostering of faculty development. During the discussion of the proposal, Nancy explained that the amendment does not apply to teaching or administrative work outside of Rollins. Nor does this policy apply to non-sabbatical semesters in which a faculty member has a reduced teaching load because of banked courses. If a person takes only a one-semester sabbatical, he or she would not be prevented from teaching and doing administrative work during the other semester. And even in the case of

a two-semester sabbatical, the faculty member may choose to work at Rollins during the summer. To clarify this, Tom Lairson proposed amending the motion to read as follows:

Faculty members of Rollins College are not allowed to engage in teaching and administrative responsibilities for Rollins during the fall and/or spring periods of their sabbaticals...

The revision was accepted as a friendly amendment.

The question was called, and the motion passed.

VI. Presentation on the Financial Health of the College: George Herbst

Below are some of the main points made during this presentation:

This is the bottom line: Our financial health continues to improve; we're not wealthy, but we're healthy. This can continue, if we're vigilant and cautious. We can even strengthen the college and come out of this ahead of other institutions when the economy and the political situation improve. We need to be aware, however, that, while our past ability to increase our enrollments has given us a financial buffer some institutions haven't had, Rollins is coming close to enrollment capacity.

Nevertheless, Rollins has a number of strengths: reputation (nationally and locally); location; increasing applications; increasingly qualified student body; improved student retention; highly qualified faculty, staff, board of trustees; new facilities.

Challenges facing Rollins include the following: enrollment dependency; possible increase in demand for financial aid; pressure to reduce FRAG; uncertainties in the charitable giving environment; lower-cost competition; possible changes in asset-allocations; costs of health insurance, liability and property insurance (we are anticipating a 30% increase in liability and have been notified that our current property insurer won't continue to cover us); adequate compensation for faculty and staff; delayed retirements because of portfolio reductions; need for caution not to overstaff during these lean times.

Among the budget issues facing us are these: the implementation of a living wage program and some compression and market adjustments (not budgeted); close-out costs for Brevard (we're anticipating two-years in which expenses will exceed revenues); no across-the-board- departmental increases this year (but there is a pool for each vice president to allot monies based on priority needs; next budget year across-the-board increase are expected);

increasing costs of liability, property, and health insurance, including run-off claims in leaving Great West.

Looking ahead to next year, Rollins will try to hold the line on staff; we will investigate whether we can accept debt for residence hall renovations; we're anticipating a 3% compensation pool.

Concerning construction, George made the following points: The connector road from Ollie to the campus has been completed; Sutton Place has been renovated and is now fully student-occupied, though not full; four residence halls have been renovated; there's a new roof on the chapel; some classroom improvements have been completed; the McKean Gateway is nearing completion; the Rinker Admissions Building is underway; the intersection of Fairbanks and Park will be improved by Winter Park with a loan from the college; the soccer field and stadium are nearing completion; new air conditioning and piping will be connected to Bush Science Center; and renovations to Keene Hall, to Cornell Fine Arts (scaled down from original plans), and to additional residence halls are in the design stage.

After the presentation, Charlie Rock asked George Herbst if there is a plan to implement a cost-accounting system at Rollins. George said there were no such plans because of the complexity of such a project and the small payoffs.

Asked about the state of health insurance, George said that the decision about carriers (Signa or United) will be made by September 30. Both of these plans will include about 80% of current providers, both will add ORMC as a hospital.

For next year, George said, his office has budgeted for an enrollment of 1700.

Asked what will happen to faculty at Brevard, George passed the question on to Sharon Carrier, who replied that they will be given the option of teaching in Holt School; there will be a few retirements; and if there's a need in A&S, teaching there could be considered.

VII. Overview of Standing Committee Agendas for 2002-2003

- A. Academic Affairs, chaired by Ed Cohen, will consider the number of courses required for graduation; the number of general education requirements; the distribution of grades in courses satisfying general education requirements (only 7% of grades awarded in gen eds last year were C- or lower).
- B. Professional Standards, chaired by Nancy Decker, will consider the hiring of endowed chairs with tenure; amending student evaluation forms;

criteria for promotion and tenure across departments; criteria for Critchfield and Ashforth grants.

- C. Finance and Services, chaired by Doug Child, is currently building an Agenda, since last year's committee cleared their plate. The committee is looking for ways to integrate its work with Planning Task Forces. It has met with budget task force and plans to look at financial aid.
- D. Student Life, chaired by Lee Lines, will focus this year on the quality of student intellectual life on campus; intellectual exchange outside of classroom; and the extent to which campus spaces support or undermine academic mission of College

Maryanne Hunt asked what is being done with residence hall security, especially fire alarm issues.

Charlie Rock moved that the Vice President of Finance develop a cost accounting system, indicating income, contributions to the College, and costs of respective units of the College. Charlie said that since we're engaged in a strategic planning process this would help us see how parts fit together. Data suggest, he said, that we were subsidizing Crummer (1998-2002), while Crummer faculty receives 80%-90% higher salaries than A & S. The motion was seconded. Erich Blossey and Joan Davison spoke in favor of the motion., noting that previous Finance and Services Committees have repeatedly requested the information Charlie referred to. Not receiving such information has made it difficult for them to fulfill their responsibilities.

Roger Casey said that he too was concerned with how A& S gets budgeted and understood the spirit behind Charley's motion. However, Roger indicated that he agreed with George that there are many ways to get this information. In addition, there is a problem inherent in the cost-accountancy model: Will we carry this into A&S and ask which parts of A&S are paying for themselves? Will we make Holt a stand-alone unit? Roger also noted that over the past two years, Crummer has increasingly contributed to the overall program.

Joan Davison said that while she doesn't disagree with Roger that there are a number of ways other than cost-accountancy to arrive at the information requested, she can't understand why FSC has not been given the requested information over the last six years. Yes, Joan said, Crummer is now paying the amount asked of them, but how is that amount determined?

Kathryn Norsworthy asked the rationale for Crummer's underpayment in the 90s. George noted that during that time, they didn't meet their budget

targets. They are now expected to make up in the next year any shortfall in contributions to the College as a whole. George indicated that his office has done an analysis of what business schools associated with other institutions are expected to pay and found it can be source of great agony: Who pays for chapel, sports center, etc.? George believes the new attitude in Crummer is very supportive of the institution as a whole.

Charley Rock agreed that the information can be arrived at in many ways. He said that his concern is that we need to know what way is being used, what method the administration is using to arrive at their figures.

The question was called, followed by a quorum call. In the absence of a quorum, the meeting dispersed at 1:50.

Barbara Harrell Carson
Vice President/Secretary of the Faculty

Agenda
Faculty of Arts and Sciences
Thursday, 20 September 2001
12:30 p.m. in the Galloway Room

I. Call to Order

II. Announcements

A. Faculty Conversations—October 8, 2002

B. Fall Faculty Party—December 7, 2002

C. Other announcements

III. Approval of the minutes of the 1 May 2002 meeting of the faculty

IV. Approval of Faculty Evaluation Committee Alternate

Eileen Gregory

V. New Business

A. Professional Standards—Policy on Teaching During Sabbatical Leave (see Addendum 1)

VI. Presentation to the Faculty on the Financial Health of the College--George Herbst

VII. Overview of Standing Committee Agendas for 2002-2003

A. Academic Affairs—Ed Cohen

B. Professional Development—Nancy Decker

C. Finance and Services—Doug Child

D. Student Life—Lee Lines

VIII. Adjournment

(Refreshments will be available prior to the meeting)

Addendum 1

The current sabbatical policy for full-time faculty is generous:

“The sabbatical program is intended to foster faculty professional development. Appropriate sabbatical plans are diverse and vary with individual goals and departmental needs. Research, study, writing, performance, consulting and teaching elsewhere are traditional sabbatical activities, but learning new techniques, undertaking a reading program, traveling with an educational purpose or pursuing a new academic field may be appropriate as well.”

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